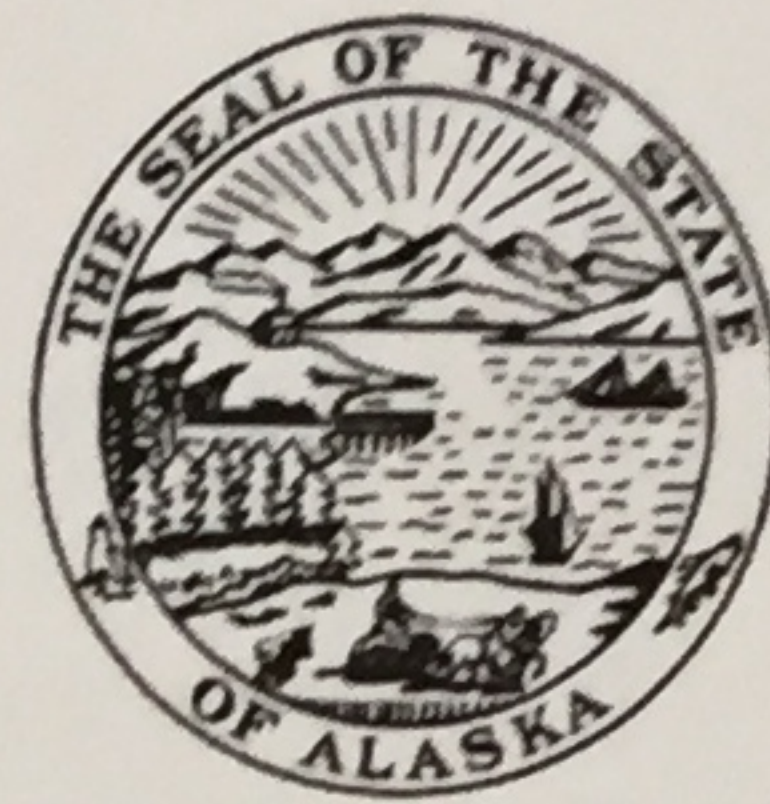




**STATE of ALASKA**  
**Department of Administration**  
*Division of Personnel and Labor Relations*



## **Frequently Asked Questions**

### **Administrative Order and Attorney General's Opinion on Employee's First Amendment Rights**

- Q: What does the Administrative Order mean for state employees?**
- A:** The Department of Administration is going to create an initial opt-in program where State employees represented by a union can decide, online or in written form, if they want union dues deducted from their paychecks.
- Q: When will the new opt-in program begin?**
- A:** The Department of Administration (DOA) anticipates it will take a couple months to develop the program. DOA will negotiate with unions as part of the development process.
- Q: Once the new opt-in program begins, will I have to use the new opt-in program to maintain my union membership or will my prior consent form be sufficient?**
- A:** Because the State must be able to confirm that an employee's consent was freely given and shown by clear and compelling evidence; all employees will be required submit new consent forms through the new opt-in program developed by DOA. Once DOA's program is in place, the State will not continue to rely on prior consent forms. However, the State will, in consultation with the unions, provide reasonable notice so that all employees are alerted to the new process before the opt-in program is deployed.
- Q: Can I change my mind?**
- A:** When the new system is in place, it is anticipated that State employees will be able to choose to be represented by a union ("opt-in") or not represented by a union ("opt-out") at any time.
- Q: Will I lose my job?**
- A:** Employees no longer have to be a member of a union to be employed with the State of Alaska.